

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
Service Employees International Union (SEIU)
Professional, Administrative, Financial, and Staff Services
Bargaining Unit 1**

General

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 1 contract expires June 30, 2008, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

- Article 1 – Recognition
- Article 2 – Union Representation Rights
- Article 3 – Union Security
- Article 4 – State's Rights
- Article 5 – General Provisions
- Article 6 – Grievance, Arbitration and AWOL Procedures
- Article 7 – Holidays
- Article 8 – Leaves
- Article 9 – Health and Welfare
- Article 10 – Health and Safety
- Article 11 – Salaries
- Article 12 – Allowances and Reimbursements
- Article 13 – Career Development
- Article 14 – Classification
- Article 15 – Transfer
- Article 16 – Layoff
- Article 17 – Retirements
- Article 18 – Permanent Intermittents
- Article 19 – Hours of Work and Overtime

Article 20 –Post and Bid

Article 21- Miscellaneous

Article 24 Entire Agreement and Duration

Side Letter 1 – Golden Handshake

Side Letter 2-Streamlining the State Safety Retirement Process

Side Letter 3-Domestic Partner

Side Letter 4-Joint Labor Management IT Training Committees, Signed April 24, 2001

Side Letter 5-Information Technology Reclassification Proposal

Side Letter 6-Employment Development Department (EDD) Tax Tools October 19, 2000

Side Letter 7-Employment Development Department (EDD) Quality Assurance Review (QAR)

Side Letter 8-Extended Travel, Department of Insurance

Side Letter 9-Board of Equalization – Office Moves, March 8, 2000

Side Letter 10-State Fund Moves to the Glendale Office, effective date March 1, 2000

Side Letter 11-The Public Employees' Retirement System (CalPERS) Telework Program Agreement Dated February 2, 2000

Side Letter 12-California Environmental Protection Agency (CalEPA) Agreement dated October 2000

Side Letter 13-Move of SCIF Employees to Cerritos, 8/20/02

Side Letter 14-Joint Labor Management Committee DI Workload Claims Processing: EDD Claims Processing Unit, EDD DI Workload Distribution

Side Letter 15-Bridging Program

Side Letter 16-DSS Electronic Processing

Addendum I Time off for Victims of Domestic Violence

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.